

Gender Pay Gap Report 2022

FOR CARE VISIONS CHILDREN'S SERVICES



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Gender Pay Gap Report - Overview

As an employer with more than 250 staff, Care Visions Group Limited is required to undertake Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This applies to both employers in the public and the private sectors and requires them to publish the data from six calculations that show the difference between the average earnings of men and women in our organisation.

The Gender Pay Gap is not the same as the duties of an employer in the Equality Act relating to Equal Pay which requires organisations to ensure that men and women are paid the same for doing the same work or work of equal value. The Gender Pay Gap is the percentage difference between average hourly earnings for men and women regardless of the position held.

In October 2022, the Office of National Statistics published its latest provisional figures on the gender pay gap between men and women using median hourly earnings and found that the gender pay gap in the United Kingdom was 8.3% among full-time employees and 14.9% among all employees, citing that more women work in part-time jobs which, by comparison with full time jobs, have lower hourly median pay.

At Care Visions Group Limited, our workforce is representative of the care sector as a whole where statistics show there are significantly more female employees than male employees. The recent data released from the Scottish Social Services Council ("SSSC") shows that as of December 2021 there was a very high proportion of female staff in the Care Sector with only around one in six being male, this has remained unchanged from recent years. The gender split of the workforce directly related to Residential Childcare in Scotland was made up of 66% females and 28% males with 6% not identifying their gender.

At Care Visions Group Limited, our gender split across the organisation, as of the relevant date of 05 April 2022, is noted below:

	% FEMALE	% MALE
Children's Services (all roles, Inc. sessional workers)	77	23

This is reflective of the split of those applying for roles. We continue to promote the importance that male carers have within the residential care setting as role models for our young people with the view of having more balanced staff teams in our services where appropriate and at the same time continue to promote that a career in care is not only for females. We have a higher proportion of females to males than what the SSSC data shows for 2021.

Care Visions Group Limited has a good representation of females within our senior management and middle management roles (Residential Service Managers and above), as shown below:

	% FEMALE	% MALE
Senior Management and Middle Management Roles (Inc. Executive Management)	75	25

Gender Pay Gap Report – Our Statistics

We are confident that employment practices at Care Visions Group Limited means that all staff are paid in accordance with the salary scales applicable to their role and qualification status regardless of gender and our pay processes are applied fairly and consistently regardless of gender.

Gender Pay Gap

On reviewing our gender pay gap, we are pleased to report that, as of the snapshot date of 5 April 2022, both our mean pay gap and median pay gap for **full-pay relevant** employees are well below the UK Office of National Statistics provision of Gender Pay Gap figures for Scotland and that of the Department of Health and Social Care’s data set for health and social care professionals in the UK:

	Mean Pay Gap (%)	Median Pay Gap (%)
Pay Gap in Scotland (Close the Gap Working Paper) – Combined Figure (all women/all men) for 2022 per the UK Office for National Statistics	10.1	11.5
Department for Health and Social Care – Gender Pay Gap Report 2021	11.5	10
Care Visions Group Limited	5.4	1.9

The mean gender pay gap is the difference between the average hourly pay for women and for men.

The median gender pay gap is the difference between the midpoints of average hourly pay for women and for men.

Full-Pay Relevant Employees exclude those who were on a form of leave, at the time of the snapshot date and did not receive their full pay for that reason. We have also included sessionals in this report but their information has been calculated as average hours and average earnings over the preceding 12 weeks up to the snapshot date.

These figures have changed slightly from 2021, where the Median Pay Gap this year has decreased slightly from 2.1 to 1.9. The median pay gap between genders has decreased slightly from the

previous year with males now earning £0.30 more than females where previously it was £0.32, which may be a result from an exercise of realigning pay in one of our pay bands, a small drop in the percentage of male employees compared to the previous year and the number of females who are either on sessional or part-time contracts to accommodate their work-life balance. We also had a number of females excluded from the full-pay relevant employees due to maternity leave and other forms of leave.

Gender Bonus Pay Gap

Care Visions Group Limited did pay bonuses during this reporting period and the gender split between those who received bonuses is shown below:

	% FEMALE	% MALE
Those receiving a Bonus Payment	1.7	0

Gender Pay Gap – Pay Quartiles

When analysing the pay gap and what may be impacting on it, we need to look at the pay quartiles which are set out by the Government Equalities Office. These quartiles are calculated by taking all male and female full pay relevant employees across the whole organisation and dividing them equally into four pay bands.

	Lower Quartile (%)	Lower Middle Quartile (%)	Upper Middle Quartile (%)	Upper Quartile (%)
Female	79	79	69	71
Male	21	21	31	29

The above is indicative of the Care Sector in general and our overall staff split outlined at the start of this report, with our workforce being made up of 77% females and 23% males. We would have anticipated a general split of this manner, and this also demonstrates a level of consistency of genders across all the pay bands in the organisation.

Gender Pay Gap Report – Our Findings and the Next Steps

While we are confident that our pay practices mean that all staff are paid in accordance with the salary scales applicable to their role and qualification status regardless of gender we have, as required, excluded the information of 9 staff members who were not receiving full pay during the reporting period, due to maternity leave or long-term sickness or a period of furlough leave. The staff excluded were all female which would also have impacted our reported figures.

Care Visions Group Limited supports and promotes flexible working practices for all our staff where possible, but we acknowledge that the majority of these are being taken up by the female members of our workforce, who also generally take up the part-time or sessional roles within the organisation. This data also impacts the Gender Pay Gap Report. At the snapshot date of 05 April 2022, just over 51% of our staff were on a part-time contract, which has decreased by 9% from the previous year. Out of the 51% of staff, 82% of these were female who requested part-time hours for a work-life balance, to support family commitments or a return to college/university or to suit their own personal commitments. We also have 22% of workers who have chosen a sessional contract for similar reasons to those already stated, 84% of these are females.

Care Visions will continue to look at ways in which we can promote and support flexible working practices for all employees, while appropriately delivering services.

Care Visions are committed to ensuring that our recruitment practices are fair and transparent and where possible we will promote that recruitment panels are of mixed gender to ensure a fair balance and are reflective of our workforce.

It is acknowledged that in the Social Care sector as a whole, there are fewer males who view the care sector as a career choice. We will continue to promote career opportunities for both genders and will look to improve how we recruit staff, promoting careers within the care sector and encourage applications from males for posts at all levels of the organisation.

Gender Pay Gap Report – Final Statement

As an organisation committed to its employees and the equality and diversity of its workforce, we are pleased to show that our mean and median gaps are well below the Scottish average, and the average quoted for health and social care in the UK.

We are committed to the fair and equal treatment of all our workforce and applicants, and welcome and celebrate the diversity of our workforce.

Our aim is to recruit, train, promote and reward based on merit irrespective of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation or on grounds of part-time status.

We will continue to take all steps necessary to continue to promote gender pay equality and look for ways to further improve our processes and policies to achieve this.



Sharon Boniface
Chief Executive Officer, Children's Services

March 2023